

Courier

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Volunteers honored as an integral part of the JDRDC

Anyone who chalks up 25 years of volunteer service deserves more than a little recognition! **Janet Ball**, a 25-year volunteer veteran at the Juvenile and Domestic Relations District Court, was the center of attention on April 27 when the JDRDC recognized her and other volunteers who are committed to making the court

one of the best in the country.

Sharon Harrington, who wears the hat of volunteer coordinator, welcomed a crowd of more than 95 volunteers, staff and dignitaries to the JDRDC Volunteer and Intern Appreciation luncheon. She received applause

See JDRDC, page 2



Chief Judge Gayl B. Carr, Janet Ball and Chairman Gerald E. Connolly.

What the budget means to you

FY 2007 Budget Approved

In adopting the FY 2007 Budget on May 11, the Board of Supervisors' funding decisions reflected their ongoing commitment to the six priorities identified at their 2004 strategic planning retreat. These include:

- ♦ Strong investment in education.
- ♦ Public safety and gang prevention.
- ♦ Affordable housing.
- ♦ Environmental protection.
- ♦ Transportation improvements.

- ♦ Revenue diversification to reduce the burden on the homeowner.

The budget is comprised of General Fund Disbursements totaling \$3.2 billion, an increase of \$192.6 million or 6.4 percent over the FY 2006 Adopted Budget Plan. Approximately \$106 million or 55 percent of this budget growth is associated with increased funding for Fairfax County Public Schools, while

See Budget, page 4

Chief Judge Gayl Carr, Buck Utz, Chairman Gerald Connolly, Director Jim Dedes and County Executive Tony Griffin at the Volunteer and Intern Appreciation Luncheon.

when she referenced a favorite quote, "Volunteers are not paid because they are worthless, but because they are priceless!"

Chairman **Gerald E. Connolly** concurred with Harrington's comments, saying, "Fairfax County government simply could not function as well as it does without the help of volunteers." He, too, had special compliments and a plaque for Ball who also volunteers in his office. "Janet stopped by the Providence District office one day, looked around and said, 'You need help.'"

The JDRDC is one of those county agencies



whose work is often under the radar screen of public awareness. "People are not aware of the many positive programs the court has," said Harrington.

In addition

to the traditional probation and residential services provided by the court, there are many other services, such as counseling, victim services, community service, residential treatment programs, young offender program, drug court and the volunteer interpreter program, that help families and individuals overcome what is often a temporary setback in their lives.

The JDRDC has more than 200 volunteers. "If we tried to put a dollar value on the hours contributed by court volunteers, we'd have to budget for almost \$200,000," said **Jim Dedes**, director of Court Services. "They're more than volunteers, they are our partners."

The volunteer appreciation continued by recognizing those who have achieved a five-year volunteer service milestone: **David Blanco, James Connolly, Petronella Kayanan, Paul Kayanan, Brigitte Mbem, Randy Rolin, Suzanne Rucker, Neil Schlusser** and **Carmelita Sewell**. **Carl** and **Martha Bradley** were recognized for achieving a 20 year volunteer milestone with the court. This year, **William "Buck" Utz** was honored with the Donna Sykes Award for Volunteer Excellence.

Chief Judge **Gayl B. Carr** spoke of her appreciation to the volunteers by paraphrasing the words of John Lennon's song, "Imagine," to imagine life without the help of volunteers. "It is said that we all will be remembered for either the problems we create or the problems we solve. We'll always remember our volunteers as problem-solvers," she said.

The JDRDC is located in one of the oldest functioning buildings in Fairfax County. The original courthouse, built in 1800, is affectionately referred to as the Old Courtroom or the Colonial Courtroom. It is still used for special court sessions and events. Located on Route 123 at Main Street in Fairfax, the Old Courtroom is open to visitors when not otherwise in use, between 8 a.m. and 4:30 p.m. Monday-Friday, except holidays. ■

South County Center and Mount Vernon Police Open House

Mark your calendars for Saturday, May 20, from 12 – 3 p.m. Fairfax County employees and residents are invited to the South County Center – located at 8350 Richmond Highway, Alexandria – for an open house showcasing programs and services and celebrating the community. The open house will be held rain or shine, with plenty of indoor activities.

Police and Fire Department representatives will be on hand to display vehicles and provide periodic tours to the Mount Vernon Police Station. Agency representatives will answer questions and provide information about youth, senior and employment services, to name just a few.

Kids can participate in basketball and billiards tournaments, get their face painted and enjoy popcorn. It's all free.

For more information, or to request reasonable ADA accommodations, contact **Maria Franco-Nativi** at 703-704-6700, TTY 703-803-7914. ■

Public hearing to revise personnel regulations

A public hearing will be held on June 12 on revisions to Chapters 4, 10 and 12 of the Personnel Regulations implementing the following changes:

- ♦ Chapter 4 – Shift differential language revised to clarify that when an employee reports to work prior to the start of his or her scheduled shift, he or she remains entitled to shift differential for regular scheduled hours even if he or she reported to work before 1 p.m.
- ♦ Chapter 4 – Housekeeping correction to the maximum compensatory leave balance that can be accrued by an FLSA eligible fire protection employee to reflect the 24 hour shift schedule (changing 240 hours to 336 hours).
- ♦ Chapter 10 – Holiday compensation will be provided on an hour for hour basis for employees who are scheduled to work on a holiday regardless of whether the employee actually works that day. Additionally, hour-for-hour holiday compensation will be provided when an employee is required to work on the actual holiday when that differs from the county-observed holiday.
- ♦ Chapter 10 – Military leave provisions will be amended to clarify that the employer can request but not require a copy of military or-

ders when an employee is deployed or scheduled for training. Additionally, language is added to reflect the General Assembly's revision to the Code of Virginia ensuring that when an employee returns from military duty and the eight-hour rest period overlaps the employee's next scheduled work shift, the employee shall receive paid military leave for such overlap.

♦ Chapter 12 – Revision is included to clarify that a work improvement plan can be initiated at any point during the review period when a supervisor has concerns about an employee's performance. To help with clarity, work improvement plans that are not tied to the annual review process will be titled performance development plans.

The public hearing will be held Monday, June 12, 7:30 p.m., Rooms 4/5, Fairfax County Government Center, 12000 Government Center Parkway, Fairfax.

Please call the Civil Service Commission at 703-324-2930, TTY 711, if you wish to place your name on the speakers list. For a copy of the text of the proposed revisions, contact the Employee Relations Division, DHR, at 703-324-3495, TTY 703-222-7314. ■

Kings Dominion is offering discount tickets for Fairfax County employees visiting Paramount's Kings Dominion during May and June. To find out how to purchase tickets, go to the Human Resources Infoweb page and click on "Get your Kings Dominion discount tickets" under Hot Topics, or go directly to <http://infoweb/hr/kingsdominion.pdf>. For more information, contact HR Central at 703-324-4900, TTY 703-222-7314.

Conference brings together administrative staff

On April 21, more than 300 county administrative support staff attended the eighth annual Administrative Staff Professional Development Conference, sponsored by the Administrative Resource Team, a panel of 30 administrative assistants representing agencies countywide. Attendees heard **Craig Storti's** motivational address on communicating more effectively, especially in a diverse community. There were workshops throughout the morning and afternoon that included topics from value-added IT classes and emergency planning to more offbeat subject matter like cake decorating and yoga. The Employee Recycling Committee provided an informative display on the first floor at midday while the crowd gathered in the Forum for

lunch and the traditional conference fashion show – highlighted this year by ethnic dress from around the world. Mail Room employee **Renaldo Turner** stole the show, however, with his Michael Jackson impersonation: moonwalk, white socks and all. ■



Budget, from page 1

funding for new facilities and public safety accounts for approximately 35 percent of the increase.

Approximately 52 percent of the county's total General Fund Disbursements budget will go to FCPS. The schools will receive an operating transfer of \$1.53 billion, reflecting an increase of \$93.88 million or 6.6 percent over the FY 2006 budget. In addition, \$142.27 million, an increase of

\$11.99 million or 9.2 percent over the FY 2006 level is included for school debt service.

For the fifth consecutive year, the real estate tax rate will be reduced.

The board cut another 4 cents from the county executive's proposed rate reduction of

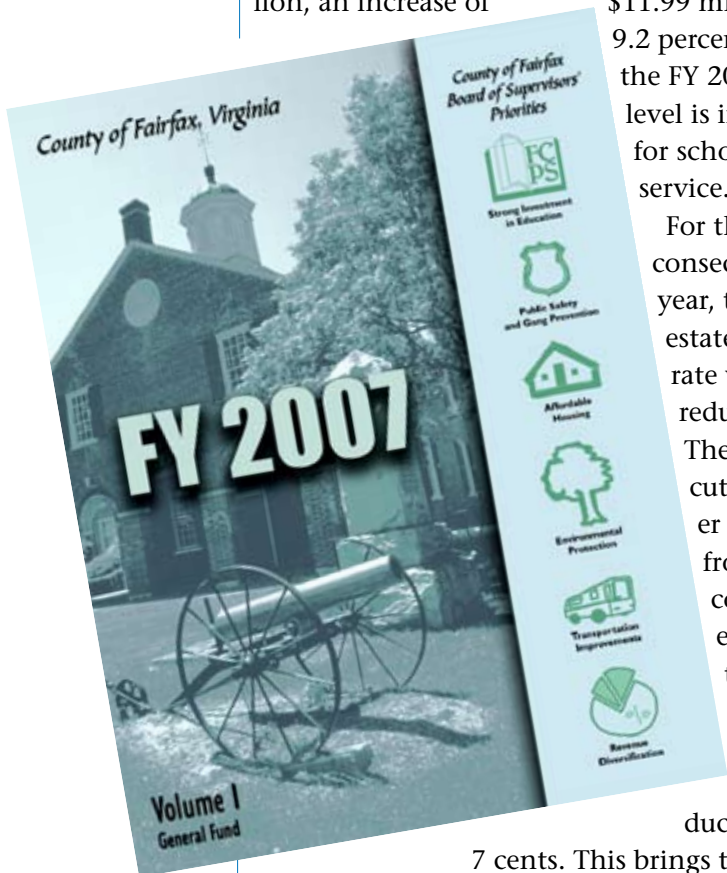
7 cents. This brings the cumulative decrease to 34 cents over five years. The current rate will decrease from \$1.00 per \$100 of assessed value to \$0.89 per \$100 of assessed value for FY 2007. At this rate, the typical household will pay \$4,813, an average increase of 7.3 percent or \$328 annually more than the FY 2006 bill. However, this is \$595 less than the typical household would have paid had the board not reduced the real estate tax rate by 11 cents. As a result of the cumulative 34-cent reduction in the tax rate, the typical household will pay \$3,512 less in real estate taxes in FY 2007 than they would have without the tax relief of the last five years. In addition, the board eliminated the \$25

automobile decal fee, resulting in an average savings of \$58 per household.

How does the budget affect county employees

Items funded by the Board of Supervisors that have an impact on county employees include the following adjustments:

- ♦ Public safety employees (not under pay for performance) will be eligible for regular step increases (depending on their current step) at a total cost of \$2 million and their pay will be adjusted 4.25 percent for the market rate adjustment in July 2006 at a total cost of \$15.6 million in FY 2007.
- ♦ Uniformed employees in the Fire and Rescue Department will also receive a 2 percent across-the-board increase at a cost of \$3.4 million based on a comparison of the F-scale to other Metropolitan Washington area departments in order to ensure the county is competitive with other jurisdictions with whom it competes for high-quality employees.
- ♦ Funding of \$10.8 million is recommended for the seventh year of the Pay for Performance program which includes approximately 8,000 non-public safety employees. The pay scales for non-public safety employees also will be increased to reflect the 4.25 percent market rate adjustment. The market rate index is calculated based on data from the Consumer Price Index; the Employment Cost Index, which includes private sector, state and local government salaries; and the Federal Wage adjustment. Non-public safety employees do not receive this adjustment through a cost-of-living increase. Pay increases continue to be earned through performance. By adjusting the pay scales, however, employees' long-term earning potential is intended to remain competitive with the market. The board did, however, include \$750,000 for consultant support to study the current system and make recommendations to address employee concerns for the FY 2008 budget.
- ♦ Other budget adjustments affecting county employees include \$0.4 million to increase shift differential and revise the holiday pay structure, which affects those who provide



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Budget, from page 4

essential services 24 hours a day, seven days a week. The shift differential rates are proposed to increase from \$0.85 to \$0.90 per hour for the evening shift, and from \$1.10 to \$1.30 per hour for the midnight shift in order to remain comparable with surrounding jurisdictions. In addition, holiday pay policies will be adjusted to provide holiday compensation to employees who are required to work on the actual holiday when that differs from the county-observed holiday (New Year's Day, July 4, Veterans Day, Christmas Eve or Christmas Day). Employees also will receive hour-for-hour compensation for call-back and mandated overtime hours worked (not to exceed the employee's normal scheduled work hours) when the holiday (actual and observed) falls on a scheduled day off.

The board also provided budget guidelines that direct the county executive to undertake several initiatives and studies in preparation for the FY 2008 budget. These include:

- ♦ Provide a financial forecast to the board by July 31, 2006 so it can determine specific guidelines on budget growth for FY 2008.
- ♦ Continue to prepare a budget that focuses on board priorities and county vision elements.
- ♦ Avoid structural imbalances by ensuring that non-recurring funds are only directed toward non-recurring uses and only recurring resources may be targeted toward recurring expenses.
- ♦ Use available balances that materialize at the Carryover or Third Quarter Reviews and are not required to support county expenditures of a critical nature to offset future requirements such as GASB 45 liability, unfunded capital paydown projects, the county's commitment of \$8 million to FCPS for No Child Left Behind requirements and equipment replacement.
- ♦ Oversee a comprehensive review of the current compensation system, including retirement benefits for general county employees. This review is to be directed by county staff and supplemented by compensation experts as necessary and also must include input from employees including the Employee

Advisory Committee.

- ♦ Review the appropriateness of the pay plan for the county's animal control officers including an analysis of how like positions in other jurisdictions are handled in terms of pay.

- ♦ Study the benefits and employer/employee contributions to the Police Retirement System including the multiplier, spousal benefit and Social Security offset in relation to other county retirement systems.

- ♦ Prioritize available county resources toward new police officer positions in order to maintain low crime rates.

- ♦ Review possible strategies to procure state funding for traffic enforcement and congestion mitigation efforts necessary for the Dulles Rail project.

- ♦ Evaluate the current developer default program in order to identify process changes and staff requirements to handle the current developer default caseload and maximize the county's ability to recover the cost of mitigation.

The Board of Supervisors, in recognizing the significant commitment that the county has already made to funding both operating and

FY 2007 Budget in Brief

Total General Fund Disbursements = \$3.2 billion, 6.4 percent increase over the FY 2006 Adopted Budget Plan (includes schools).

General Fund Direct Expenditures = \$1.2 billion, 7.9 percent increase over FY 2006 Adopted Budget Plan.

Value of One Real Estate Penny = \$21.9 million in revenue

Average Residential Assessed = \$540,746 property value

Total Residential Assessment Increase = 20.57 percent

construction/expansion costs for the state courts serving Fairfax County, also directed the county executive to work with the courts to review potential ongoing savings and operating efficiencies to offset these costs and report back to the board prior to the FY 2008 budget.

Additional information on the county's budget can be found at www.fairfaxcounty.gov/dmb. The FY 2007 Adopted Budget Plan documents will be available later in June. ■

Focus on Benefits



Deferred compensation outreach program

Your deferred compensation plan offers you a way to save and invest for your future while reducing your current taxable income. The sooner you sign up, the sooner you can start taking advantage of the great benefits and save for retirement. DHR staff will begin offering a vast array of educational programs

so that employees can obtain the information they need to prepare themselves for retirement. Although programs have been planned by DHR staff at various sites for all employees, DHR staff would like to schedule additional programs for employees who work at other locations throughout the county.

DHR will schedule deferred compensation/financial training programs at any county work site as long as there will be 10 or more attendees. The programs run from 30 to 60 minutes and can be held in the morning, during lunchtime or in the afternoon.

Available financial training programs offered by the deferred compensation providers include:

- ♦ Introduction to Deferred Compensation.
- ♦ Overview of Funds (ICMA-RC, T. Rowe Price, AIG VALIC, or Nationwide).
- ♦ Personal Finance.
- ♦ Basics of Investing.
- ♦ Advanced Investing.
- ♦ Money Matters for Women.
- ♦ Asset Allocation/Portfolio Management.
- ♦ Retirement Income Planning.
- ♦ Catch-up on Deferred Compensation.

If you would like to schedule a program, please ask your supervisor or HR manager to contact **Donna Dowd** at 703-324-3374, TTY 711, or e-mail donna.dowd@fairfaxcounty.gov. ■

In May, the Overview of Funds Programs will be offered. This program will provide information on the funds offered in the deferred compensation plan. The plan representative also will discuss basic investment strategies, market risk, portfolio design, portfolio management, tools available over the Internet, and the key provisions of the 457 plan.

Programs for May at the Government Center

- ♦ Overview of Funds Offered by TRP, May 15, Room 9/10, 10 a.m.
- ♦ Overview of Funds Offered by Nationwide, May 17, Room 120C, 1 p.m.
- ♦ Overview of Funds Offered by AIG VALIC, May 18, Room 315C, 9:30 a.m.
- ♦ Overview of Funds Offered by ICMA-RC, May 24, Room 120C, 10 a.m.

Programs for May at the Massey Building

- ♦ Overview of Funds Offered by TRP, May 15, Conf. Room, 1 p.m.

Programs for May at the Judicial Center

- ♦ Overview of Funds Offered by ICMA-RC, May 25, Jury Assembly Room, Level C, 1 p.m.

To register for one of the Overview of Funds programs, please contact the Deferred Compensation Help Desk at 703-324-4995, TTY 711. ■

County holds successful career fair

Twenty-two agencies and Fairfax County Public Schools participated in the second annual Fairfax County Government Career Fair on April 29 at the Government Center. In addition

to providing a venue for potential applicants to learn about jobs, the career fair is branding Fairfax County as a great employer with a diverse workforce, excellent benefits and a variety of career opportunities.

Approximately 1,200 attended the event. Attendees were welcomed by **Sherry Rowe**, Human Resources employment manager; **Tony Griffin**, county executive; **William Spencer**,

Equity Programs director; and **Angie Carrera**, Language Access coordinator. The attendees then visited agency booths to discuss jobs, and – in some cases – were interviewed for current openings. Friendly volunteers provided individual assistance on computers to help attendees input their resumes in the county's system, AIMS, and learn how to receive updates on the status of their job applications. Workshops provided additional information about AIMS and about the public school's application system. The Department of Human Resources is grateful to all the agency representatives and volunteers who contributed to making this event a success! ■



Celebrate Fairfax! celebrates its 25th anniversary

Northern Virginia's largest and most prestigious community-wide festival celebrates its 25th anniversary with food, fun, music and culture June 9-11. Music is at the heart of the Celebrate Fairfax! festival, with six stages, more than 80 concerts, and a mix of rock, blues, soul, country, jazz and more.

Leading the way are four outstanding performing artists who will appear on the Bud Light Main Stage. Collective Soul starts the festival off on Friday, June 9 in a performance presented by Mix 107.3 FM.

Sister Hazel kicks off Saturday's Bud Light Stage schedule at 3 p.m. Sugar Ray takes the stage Saturday night at 8 p.m. Both Bud Light Main stage performances are presented by Mix 107.3 FM.

One of the best and most popular bands of the 1980's, .38 Special, highlights a Classic Rock Sunday at the Celebrate Fairfax! festival. .38 Special is presented by Classic Rock 94.7 FM on the Bud Light Main Stage, at 3:30 p.m., Sunday, June 11.

The SI International Rock 'n Blues Stage features artists among the absolute best in the local and regional music scene. Some call them "up and coming," while others refer to

them as "emerging artists." Some of the featured performers on this stage include, Welbilt, JunkFood, Shane Hines and the Trance, Getaway Car and more!

The Fairfax Corner Smooth Jazz 105.9 FM Stage features exceptional artists showcasing the smooth sounds of jazz, the acoustic sets of local favorites and enjoy live entertainment in a great setting. Swingin' Swamis, Cartoon Johnny, Swing Speak and Anthony Walker are just a few of the sensational

out the Battle of the Bands winner sponsored by OnTap Magazine on Saturday, June 10 at 8 p.m. on the Budweiser Select Stage.

The classic Children's Stage returns in the ExxonMobil Avenue for great family fun entertainment. Featuring regionally-known artists such as, Yosi, Thaddeus Rex, Spinny Johnson and Mr. Scott. Other children's favorites also appearing on this stage include The Music Man, Reptiles Alive! and David Itkin. Ananse-romma, presented by the Wolf Trap

Foundation will appear on Saturday, June 10, at 2 p.m.

The Fairfax County Federal Credit Union Stage features some of the best community performances and artists. This year hosts a diverse mix of exciting

acts that will be sure to capture the attention of all. Featured artists will include Troupe Arabesque, Cham Cham Payal Bajey, Dancin' Unlimited/Metro TAP and many more county favorites.

For general information or to view the complete entertainment schedule for Celebrate Fairfax!, please visit www.celebratefairfax.com or call 703-324-3247, TTY 711. ■



artists scheduled to perform.

The Budweiser Select Stage features some of the best artists from the local music scene. From blues to country to rock and reggae, fans new and old are sure to be entertained by the rockin' sounds of the Budweiser Select Stage where they can catch Dean Crawford, Wes Tucker & the Skillets, Kelly Bell Band, Mossa and more. Stay tuned to find

Killer Volleyball

Well, the only "kill" we hope that this volleyball will make is on breast cancer. If you enjoy volleyball and would like to form a team, then make plans to enter the Second Annual Breast Cancer Awareness Volleyball Tournament, sponsored by Inova Cancer Services and the Side-Out Foundation, and hosted by the Park Authority at Lake Fairfax Park, 1400 Lake Fairfax Road, Reston. Scheduled for Saturday and Sunday, June 3 and 4, the tournament includes competitions for all levels of players, so there's a place for you even if you can't jump! So far, there are seven county teams entered and they need your support. Funds raised go to breast cancer research in the Washington metropolitan area. Go to www.sideoutfoundation.org for the registration form, to make a donation in support of a team or for more information. If you have questions, you can contact **Rick Dunetz**, Side-Out Foundation, at 703-861-1771, TTY 711, or **Heather Lynch**, Park Authority, at 703-324-8746, TTY 711. ■

Office safety is for everyone

Offices are safe places to work compared to industrial and construction sites, but injuries do occur in office environments and may result in injuries. It is important to always be aware of your surroundings and consider possible consequences. Here are some examples of common office accidents.

Falls: Falls are the most common office accident. Slip and trip injuries may be caused by wet floors, something on the floor causing a person to trip or a combination of both. Falls are common if people stand on chairs or other furniture to reach something high. **Solution:** Be sure pathways are clear before you walk and look for possible trip hazards. Wastebaskets and electrical cords should be placed where people will not accidentally trip over them. Worn or frayed flooring should be replaced. Always use a step stool or similar equipment to reach higher objects.

Overexertion: Injuries due to overexertion occur when employ-

ees attempt to move heavy objects. Reaching, stretching, twisting, bending down, and straightening the spine are associated with these injuries. **Solution:** Lift by straightening your legs – let your leg muscles do the work. Tighten your stomach muscles to support your back. Maintain your neutral back position as you lift. Draw the object close to you, holding your elbows close to your body to keep the item and your body weight centered. Always seek help if the materials are heavy or bulky. Never carry an object which blocks your vision.

Striking Against: Striking against objects includes injuries resulting from bumping into doors,

desks, file cabinets, open drawers and other individuals. **Solution:** File drawers should be kept closed when not in use. Never store heavy materials on top of cabinets that could fall. Never open more than one drawer or door at a time and place file cabinets where their use will not interfere with traffic patterns.

Never use damaged or broken equipment. Report unsafe conditions or equipment to your supervisor.

If you have questions regarding safety in the workplace, please contact **Robert Johnson**, safety analyst, Department of Finance, Risk Management Division, at 703-324-3043, TTY 711, or by e-mail to robert.johnson@fairfaxcounty.gov. ■

Bike to Work Day is May 19

May is National Bike to Work Month, Commonwealth of Virginia Bike Month. The Board of Supervisors designated Friday, May 19, as Bike to Work Day in Fairfax County. This area event is organized by the Metropolitan Washington Council of Governments, by the Washington Area Bicyclist Association and by supporting organizations, such as Fairfax County Government.

Join hundreds of bicycle commuters in celebrating Bike to Work Day. Register by today, May 12, to receive a free T-shirt, refreshments and a chance to win many prizes, including

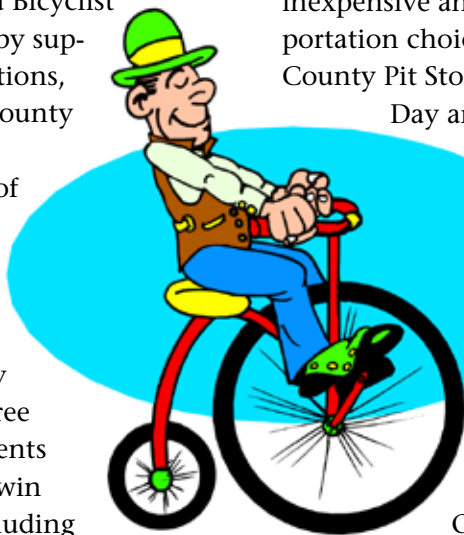
a free bicycle valued up to \$1,000 from City Bikes. In order to receive your freebies and goodies you must bike to a pit stop on May 19.

Thousands of bicycling commuters from throughout the Washington metropolitan region will be out pedaling in celebration of this clean, inexpensive and healthy transportation choice. The Fairfax County Pit Stops for Bike to Work

Day are at the following

locations: Fairfax County Government Center from 6:30 am to 8:30 am, Fairfax City/George Mason University Mall (Braddock and Ox roads) from 6 a.m.

to 10 a.m., Reston Town Center (Just off W & OD Trail) from 6:30 am to 9 a.m., and Vienna (Whole Foods Lot and W & OD Trail) from 6:30 a.m. to 8:30 a.m. You can register to show you're biking at www.waba.org or call 202-518-0524, TTY 711. The county contact is **Nohemy Miranda** at 703-324-1125, TTY 703-324-1102. ■



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